What is claimed is:

1. A method for job requisition, comprising:

forming an inline interview including a set of job characteristics for a position to be filled;

assigning a set of employer rankings for the set of job characteristics;

providing the inline interview to one or more prospective job seekers;

receiving a set of job seeker rankings for the set of job characteristics from each of the one or more prospective job seekers; and

generating a score for each of the one or more prospective job seekers, including comparing the set of employer rankings with the set of job seeker rankings.

2. The method of Claim 1, wherein forming an inline interview includes defining one or more job skills associated with the position.

3. The method of Claim 2, wherein defining one or more job skills associated with the position includes accessing a predetermined set of job skills from a job skills database.

4. The method of Claim 3, wherein accessing a predetermined set of job skills from a job skills database includes accessing a predetermined set of job skills from an omnibus set of all possible job skills.

5. The method of Claim 3, wherein accessing a predetermined set of job skills from a job skills database includes accessing a tailored set of job skills according to one or more parameters associated with the position.

6. The method of Claim 2, wherein defining one or more job skills associated with the position includes selecting a standard job skill from a predetermined job skills database, and forming a custom job skill specifically applicable to the position to be filled.

7.   The method of Claim 1, wherein forming an inline interview includes defining one or more job tools associated with the position.

8.   The method of Claim 7, wherein defining one or more job tools associated with the position includes at least one of:

    selecting one or more standard tools from a predetermined set of job tools; and
    defining one or more custom tools specifically applicable to the position to be filled.

9.   The method of Claim 1, wherein assigning a set of employer rankings for the set of job characteristics includes assigning at least one of a quantitative factor and a qualitative factor to each of the set of job characteristics.

10.   The method of Claim 1, wherein providing the inline interview to one or more prospective job seekers includes posting the inline interview on a website of a global computer communication network.

11.   The method of Claim 1, wherein receiving a set of job seeker rankings for the set of job characteristics includes receiving at least one of a quantitative factor and a qualitative factor to each of the set of job characteristics.

12.   The method of Claim 1, wherein generating a score for each of the one or more prospective job seekers includes computing a score using a plurality of computer-readable instructions embodied in a software routine.

13.   The method of Claim 1, wherein the set of employer rankings includes a plurality of first quantitative rankings and the set of job seeker rankings includes a plurality of second quantitative rankings, and where generating a score for each of the one or more prospective job seekers includes calculating a score based on the first and second quantitative rankings.

14. The method of Claim 1, wherein the set of employer rankings includes a plurality of first qualitative rankings and the set of job seeker rankings includes a plurality of second qualitative rankings, and where generating a score for each of the one or more prospective job seekers includes calculating a score based on the first and second qualitative rankings.

15. The method of Claim 1, wherein generating a score for each of the one or more prospective job seekers includes, for each of the set of job characteristics, multiplying a difference between a particular employer's ranking and a particular job seeker's ranking by a weighting value to produce a job characteristic product, and summing over all the job characteristic products.

16. The method of Claim 15, wherein generating a score for each of the one or more prospective job seekers includes multiplying an $a0$ by a number of required skills met to provide a first product, multiplying an $a1$ by a number of required skills exceeded to provide a second product, multiplying an $a2$ by a number of custom skills met to provide a third product, multiplying an $a3$ by a number of custom skills exceeded to provide a fourth product, multiplying an $a4$ by a number of extra skills to provide a fifth product, multiplying an $a5$ by an average desire to perform required skills to provide a sixth product, multiplying an $a6$ by an average desire to perform custom skills to provide a seventh product, multiplying an $a7$ by an average desire to perform extra skills to provide an eighth product, multiplying an $a8$ by a number of required tools met to provide a ninth product, multiplying an $a9$ by a number of required tools exceeded to provide a tenth product, multiplying an $a10$ by a number of custom tools met to provide an eleventh product, multiplying an $a11$ by a number of custom tools exceeded to provide a twelfth product, and multiplying an $a12$ by a number of extra tools to provide a thirteenth product.

17. The method of Claim 16, wherein $[a2 \approx a10]$, $[a0 \approx a8]$, $[a3 \approx a11]$, $[a1 \approx a9]$, $[a5 \approx a6]$, and $[a4 \approx a12]$.

18.   The method of Claim 16, wherein $[a2 \approx a10] > [a0 \approx a8] > [a3 \approx a11] > [a1 \approx a9] > [a5 \approx a6] > [a4 \approx a12] > a7$.

19.   The method of Claim 16, where the weighting values are assigned so that a ranking of at least one of custom skills and custom tools is at a higher weight than a ranking of regular skills and regular tools.

20.   The method of Claim 16, where the weighting values are assigned so that a ranking of the job seeker's desire to perform a specified job activity is at a higher weight than a ranking of at least one of an experience and a capability in excess of a required level.

21.   A computer program product adapted to perform a job requisition, the computer program product comprising:

a first computer program portion adapted to perform a position description creation process, the position description creation process including forming an inline interview having a set of job characteristics for a position to be filled, assigning a set of employer rankings for the set of job characteristics, and providing the inline interview to one or more prospective job seekers;

a second computer program portion adapted to perform a job application process, the job application process including receiving a set of job seeker rankings for the set of job characteristics from each of the one or more prospective job seekers; and

a third computer program portion adapted to perform a job seeker selection process, the job seeker selection process including generating a score for each of the one or more prospective job seekers by comparing the set of employer rankings with the set of job seeker rankings.

22.   The computer program product of Claim 21, wherein the first computer program portion is further adapted to define one or more job skills associated with the position.

23. The computer program product of Claim 22, wherein the first computer program portion is further adapted to access a predetermined set of job skills from a job skills database.

5   24. The computer program product of Claim 22, wherein the first computer program portion is further adapted to access a predetermined set of job skills from an omnibus set of all possible job skills.

25. The computer program product of Claim 22, wherein the first computer program 10   portion is further adapted to access a tailored set of job skills according to one or more parameters associated with the position.

26. The computer program product of Claim 22, wherein the first computer program portion is further adapted to select a standard job skill from a predetermined job skills 15   database, and form a custom job skill specifically applicable to the position to be filled.

27. The computer program product of Claim 21, wherein the first computer program portion is further adapted to define one or more job tools associated with the position.

20   28. The computer program product of Claim 27, wherein the first computer program portion is further adapted to define one or more job tools associated with the position by at least one of:

selecting one or more standard tools from a predetermined set of job tools; and

defining one or more custom tools specifically applicable to the position to be filled.

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29. The computer program product of Claim 21, wherein the first computer program portion is further adapted to assign at least one of a quantitative factor and a qualitative factor to each of the set of job characteristics.

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30. The computer program product of Claim 21, wherein the first computer program portion is further adapted to post the inline interview on a website of a global computer communication network.

5   31. The computer program product of Claim 21, wherein the second computer program portion is further adapted to receive a set of job seeker rankings for the set of job characteristics including at least one of a quantitative factor and a qualitative factor for each of the set of job characteristics.

10   32. The computer program product of Claim 21, wherein the set of employer rankings includes a plurality of first quantitative rankings and the set of job seeker rankings includes a plurality of second quantitative rankings, and wherein the third computer program portion is further adapted to calculate a score by comparing the first and second quantitative rankings.

15   33. The computer program product of Claim 21, wherein the set of employer rankings includes a plurality of first qualitative rankings and the set of job seeker rankings includes a plurality of second qualitative rankings, and wherein the third computer program portion is further adapted to calculate a score by comparing the first and second qualitative rankings.

20   34. The computer program product of Claim 21, wherein the third computer program portion is further adapted to calculate a score for each of the one or more prospective job seekers, including, for each of the set of job characteristics, multiplying a difference between the employer's ranking and the job seeker ranking by a weighting value to produce a job characteristic product, and summing over all the job characteristic products.

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35. The computer program product of Claim 34, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of at least one of custom skills and custom tools is at a higher weight than a ranking of regular skills and regular tools.

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36. The computer program product of Claim 34, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of the job seeker's desire to perform a specified job activity is at a higher weight than a ranking of at least one of an experience and a capability in excess of a required level.

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37. A system for conducting a job requisition, comprising:

an employer input component;

a job seeker input component; and

a computer operatively coupled to the employer input component and the job seeker

10   input component, the computer including:

an input/output device coupled to receive a set of employer rankings of a set of job characteristics from the employer input component, and a set of job seeker rankings of the set of job characteristics from the job seeker input component; and

a processor adapted to receive the sets of job seeker and employer rankings and to

15   analyze the sets of job seeker and employer rankings, the processor including:

a first computer program portion adapted to perform a position description creation process, the position description creation process including forming an inline interview presenting the set of job characteristics for the position to be filled, assigning a set of employer rankings for the set of job characteristics, and providing the inline interview to

20   one or more prospective job seekers;

a second computer program portion adapted to perform a job application process, the job application process including receiving a set of job seeker rankings for the set of job characteristics from each of the one or more prospective job seekers; and

a third computer program portion adapted to perform a job seeker selection

25   process, the job seeker selection process including generating a score for each of the one or more prospective job seekers by comparing the set of employer rankings with the set of job seeker rankings.

38. The system of Claim 37, wherein the input/output devise is adapted to receive at

30   least one of the set of job seeker rankings and the set of employer rankings via a computer communication network.

39. The system of Claim 37, wherein the first computer program portion is further adapted to receive the set of employer rankings for the set of job characteristics including at least one of a quantitative factor and a qualitative factor for each of the set of job characteristics.

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40. The system of Claim 37, wherein the second computer program portion is further adapted to receive the set of job seeker rankings for the set of job characteristics including at least one of a quantitative factor and a qualitative factor for each of the set of job characteristics.

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41. The system of Claim 37, wherein the third computer program portion is further adapted to calculate a score for each of the one or more prospective job seekers, including, for each of the set of job characteristics, multiplying a difference between the employer's ranking and the job seeker ranking by a weighting value to produce a job characteristic

15 product, and summing over all the job characteristic products.

42. The system of Claim 41, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of at least one of custom skills and custom tools is at a higher weight than a ranking of regular skills and

20 regular tools.

43. The system of Claim 41, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of the job seeker's desire to perform a specified job activity is at a higher weight than a ranking of at

25 least one of an experience and a capability in excess of a required level.